

GALLUP®



WGU INDIANA.

GALLUP®

WGU Indiana Alumni: Great Jobs and Great Lives

2017 Undergraduate Alumni Scorecard



Indiana College Value Index

2017 WGU Indiana Results Summary

Value and Preparation	%4 (Agree)	%5 (Strongly agree)	%4 + %5
My education from WGU Indiana was worth the cost. (Overall)	20%	74%	94%
My education from WGU Indiana was worth the cost. (Among 61% of WGU Indiana alumni with loans*)	20%	74%	94%
WGU Indiana prepared me well for life outside of college.	35%	32%	67%

1%

WGU Indiana alumni who say someone at WGU Indiana helped them find a job after graduation

94%

WGU Indiana alumni who are satisfied or extremely satisfied with the education they received

Work Fulfillment**	%4 (Agree)	%5 (Strongly agree)	%4 + %5
I am deeply interested in the work that I do.	28%	50%	78%
My job gives me the opportunity to do work that interests me.	34%	46%	80%
I have the ideal job for me.	34%	32%	66%

29%

who strongly agree to all three work fulfillment questions

**Among alumni who took out undergraduate loans to attend WGU Indiana

**Work fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer

2017 WGU Indiana Study

Methodology Summary



431 WGU Indiana Undergraduate Alumni Survey Completes

- WGU Indiana alumni who received their bachelor's degree between 2010 and 2017 and had a valid email address on file were invited to participate.



Gallup-Purdue Index Core Survey

- Includes custom items developed by Gallup and the Indiana Commission for Higher Education



Survey Fielded: Nov. 6–Dec. 11, 2017

- Non-responders received up to five email reminders.



Comparison Groups Are Derived From the Gallup-Purdue Index National Database (2010-2017)

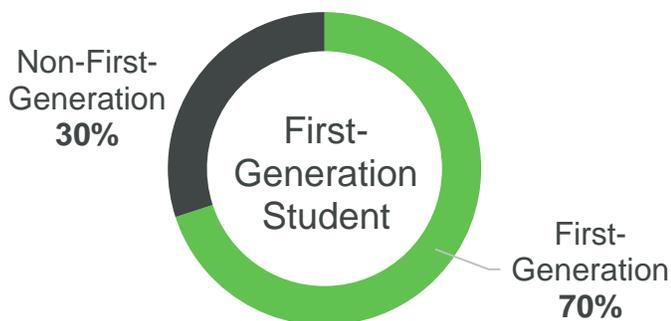
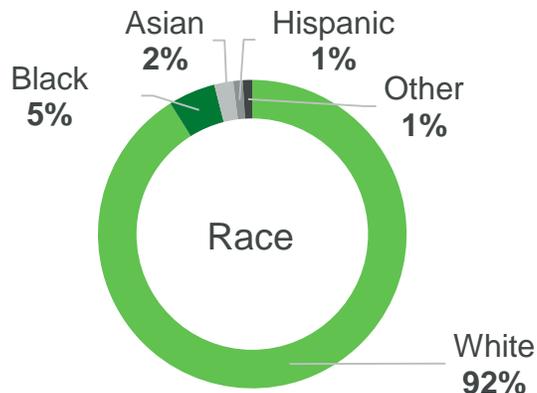
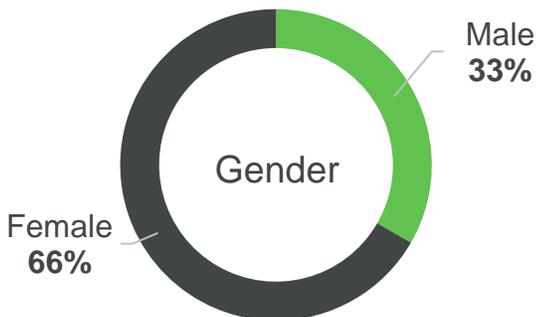
- College graduates nationally: n = 10,632
- Non-traditionally aged graduates (graduated at age 25+): n=2,920

Profile of Respondents

Respondent Demographics

Undergraduate Alumni Who Graduated Between 2010-2017

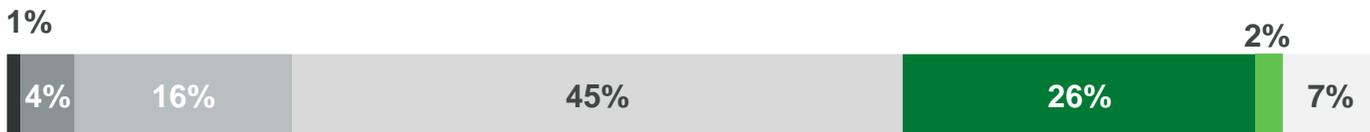
n = 431 Mean age: 43



Total Annual Personal Income



Total Annual Household Income



- <\$12,000
- \$12,000-\$35,999
- \$36,000-\$59,999
- \$60,000-\$119,999
- \$120,000-\$239,999
- \$240,000+
- Don't know

Note: Due to rounding, percentages may sum to 100% +/-1%.

1

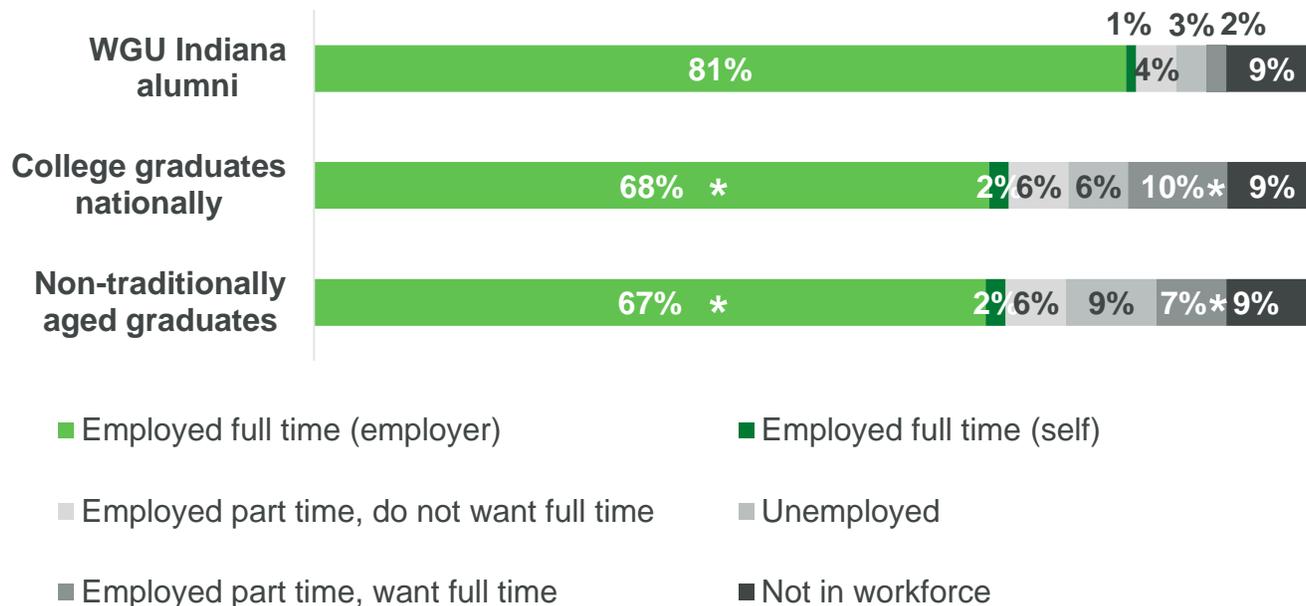
Great Jobs: Workplace Engagement

- 7 Employment Outcomes
- 9 Gallup's Employee Engagement Measures
- 10 Engagement Index
- 11 Workplace Fulfillment
- 12 Career Services

Employment Outcomes

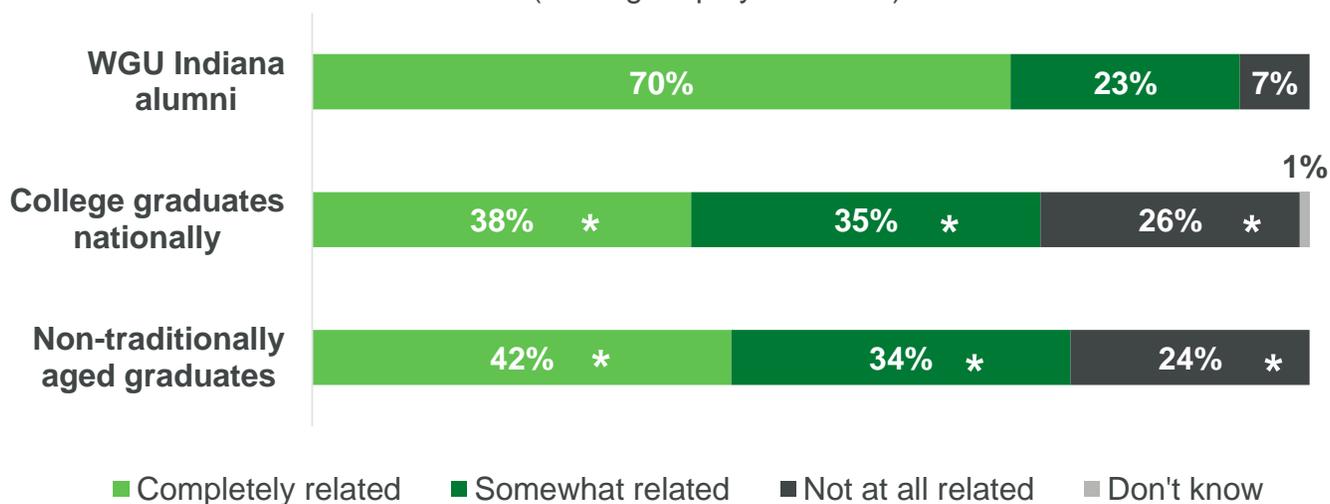
WGU Indiana Results

Employment Status



How Closely Related Is Your Current Work to Your Undergraduate Major(s)?

(Among employed alumni)



*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.
Note: Due to rounding, percentages may sum to 100% +/-1%.

Employment Outcomes

WGU Indiana Results

1%

WGU Indiana alumni who said someone at WGU Indiana helped them find a job after graduation[^]

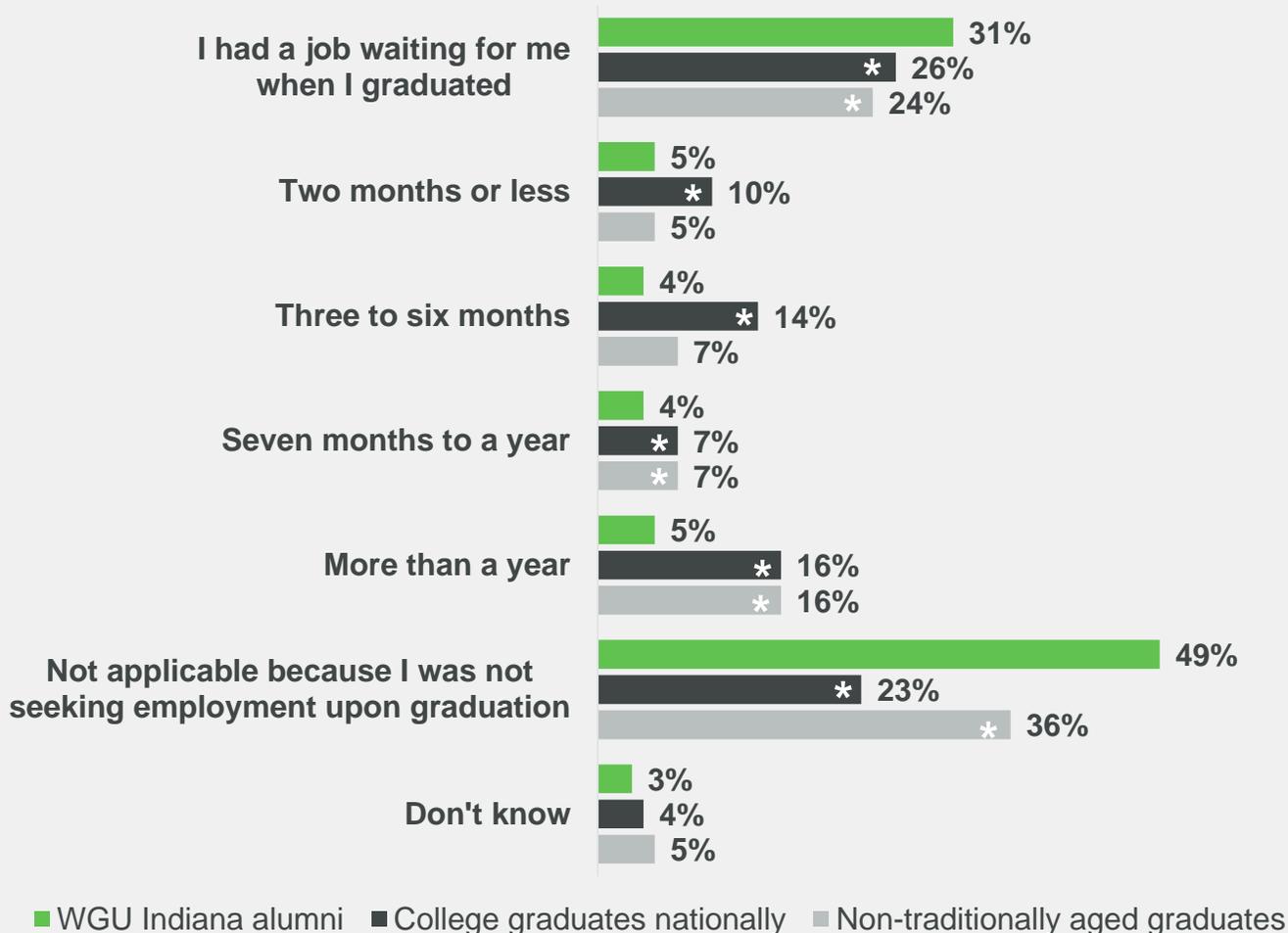
71%

WGU Indiana alumni who had a job with a company they worked for or interned for while in college[^]_⊥

91%

WGU Indiana alumni who currently work in Indiana[^]

About How Long Did It Take for You to Obtain a Good Job After You Completed Your Undergraduate Education at [University]?



*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.

[^]A custom item developed for the Indiana Commission for Higher Education; national comparisons not available.

_⊥Among alumni who said they obtained a good job after graduation.

Gallup's Employee Engagement Measures

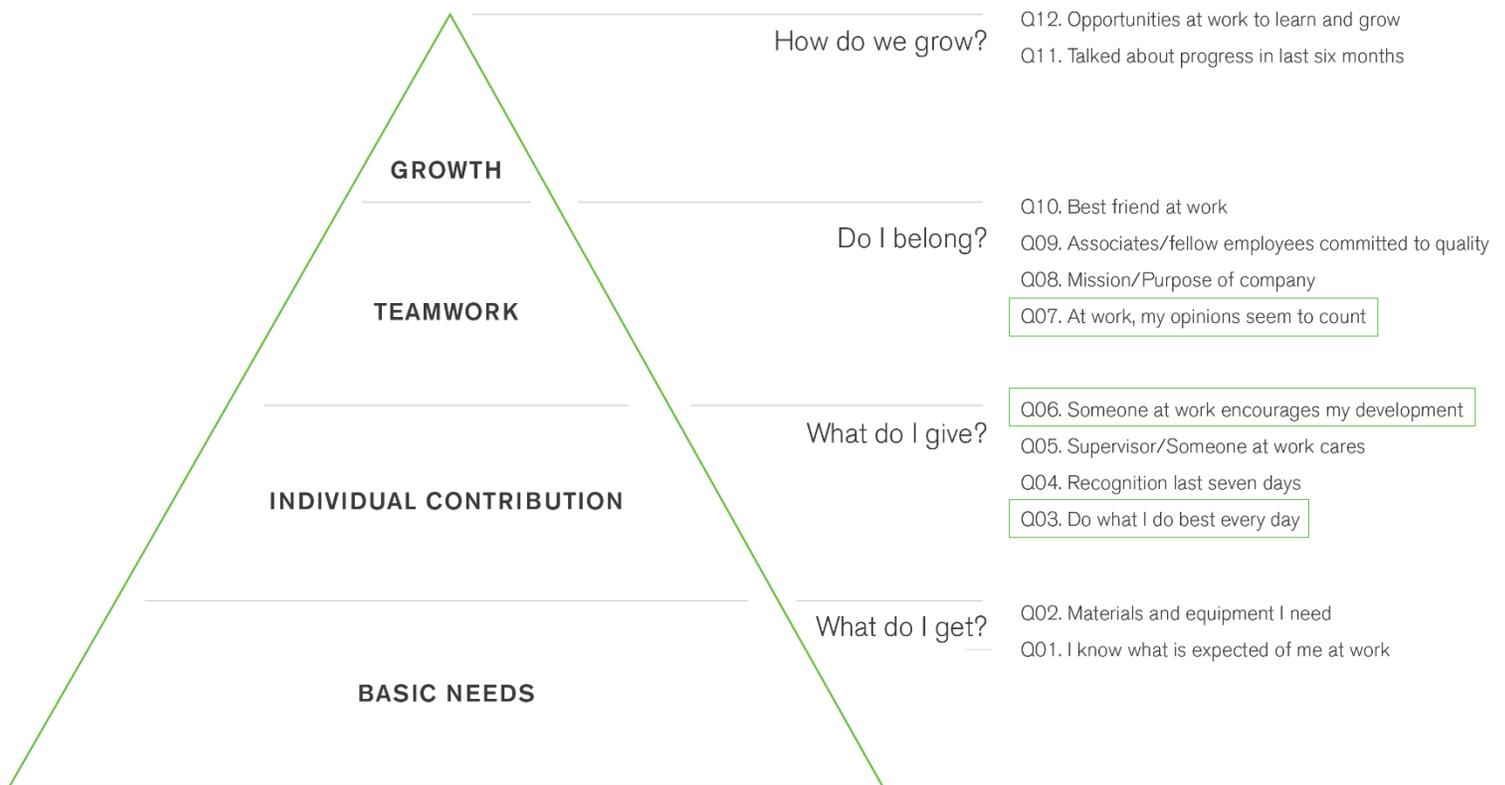
Maximizing Employees' Performance

Gallup has measured the engagement of more than 6.4 million employees globally from hundreds of organizations and companies.

Workplace engagement is an important driver of overall well-being and is the leading indicator of organizational performance, such as higher profitability and better financial outcomes.

Gallup's Q¹²® instrument measures an individual's emotional connection to and investment in their job. The 12 engagement elements function like Maslow's hierarchy of needs, with basic needs that must be fulfilled before employees can progress.

To reduce response burden for WGU Indiana's survey, the 12 elements were reduced to three elements that correlate highly with the full Q¹² index. These three elements are highlighted below.



Copyright © 1993-1998, 2018 Gallup, Inc. All rights reserved. The Gallup Q¹² items are Gallup proprietary information and are protected by law. You may not administer a survey with the Q¹² items or reproduce them without written consent from Gallup.

Engagement Index

WGU Indiana Results

Gallup categorizes workers as engaged, not engaged or actively disengaged based on responses to a three-question index that measures elements that best predict employee and workgroup performance. This index correlates highly with the full Q¹² index.

Engaged

- Highly involved in and enthusiastic about their work and workplace.
- They are psychological “owners,” driving performance and innovation and moving the organization forward.

Not Engaged

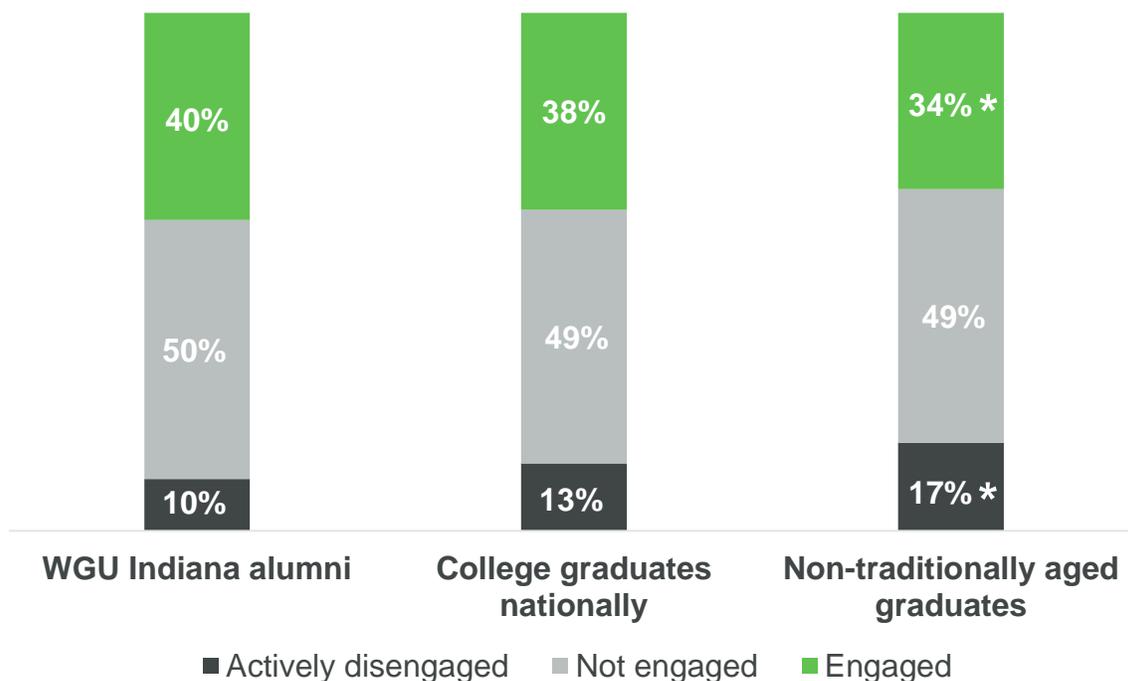
- Psychologically unattached to their work and company.
- Because their engagement needs are not being fully met, they are putting time — but not energy or passion — into their work.

Actively Disengaged

- Resentful that their needs are not being met and are acting out their unhappiness.
- Every day, these workers potentially undermine what their engaged coworkers accomplish.

Engagement Index

(Among graduates employed full time by an employer)



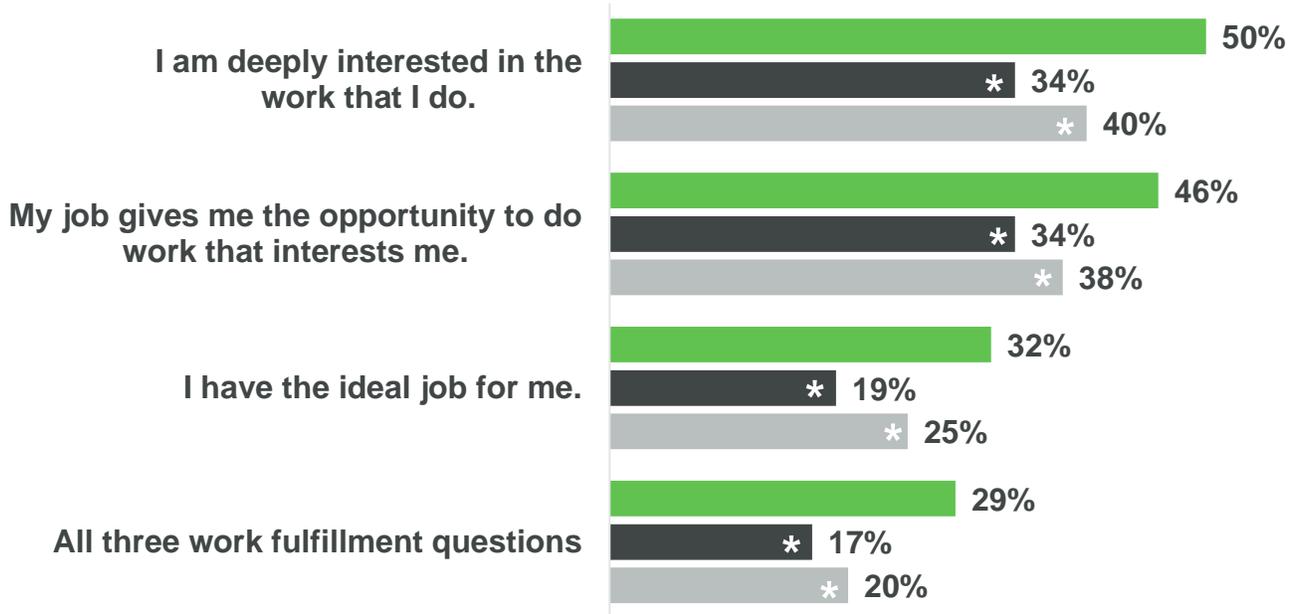
*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.
Note: Due to rounding, percentages may sum to 100% +/-1%.

Workplace Fulfillment

WGU Indiana Results

Workplace Fulfillment

(% Strongly agree, among employed graduates)



■ WGU Indiana alumni ■ College graduates nationally ■ Non-traditionally aged graduates

*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.

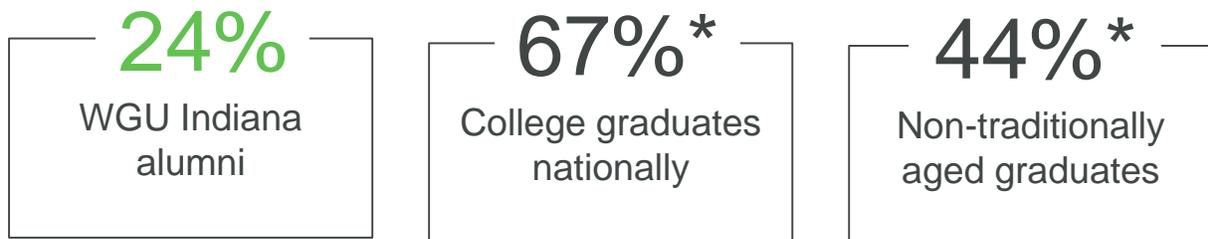


Career Services

WGU Indiana Results

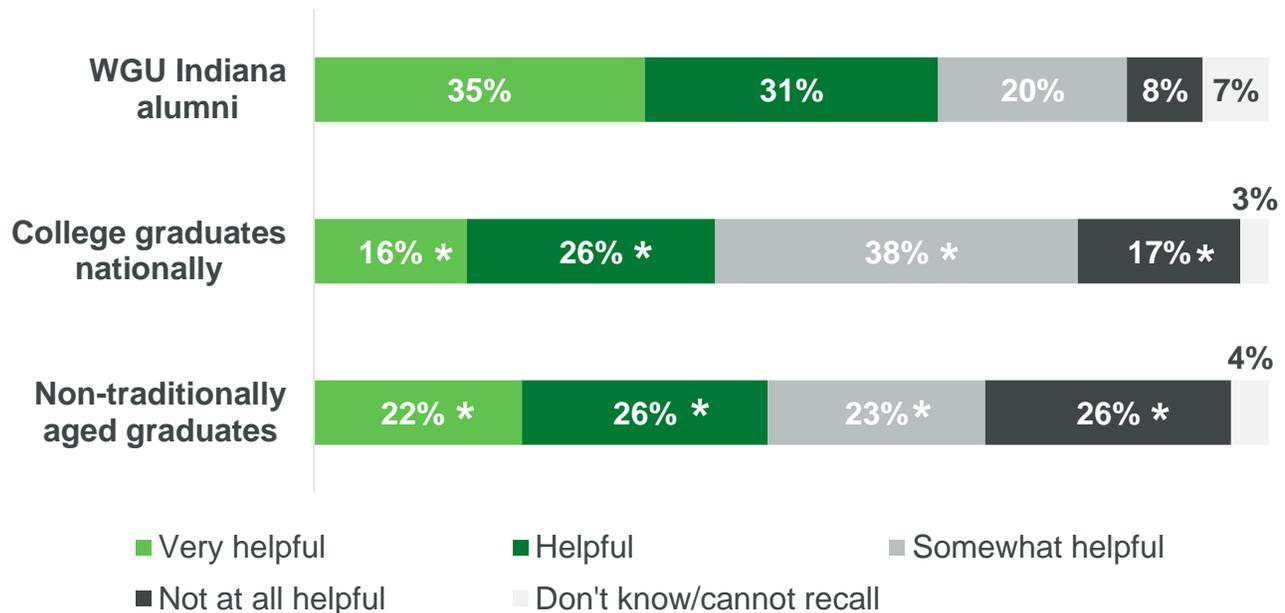
While Attending [University], Did You Connect With the Career Services Team at Least Once?

(% Yes, among graduates who graduated after 2010)



How Helpful Was the Career Services Team to You?

(Among graduates who visited career services at least once)



*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.

2

Great Lives: Well-Being

- 14 Defining a “Good Life”
- 15 Well-Being Elements
- 16 Number of Thriving Elements

Defining a “Good Life”

Gallup’s Global Well-Being Research



Gallup has conducted decades of global research surveying a representative sample of 98% of the world’s population from 150 countries.

Well-being is associated with numerous positive health and employment outcomes, including lower medical and health expenditures, fewer ER visits, lower absenteeism, etc.

Factor analysis identified five interrelated and interdependent elements of well-being:

Purpose

Liking what you do each day and being motivated to achieve goals.

Social

Having supportive relationships and love in your life.

Financial

Managing your economic life to reduce stress and increase security.

Community

Liking where you live, feeling safe and having pride in your community.

Physical

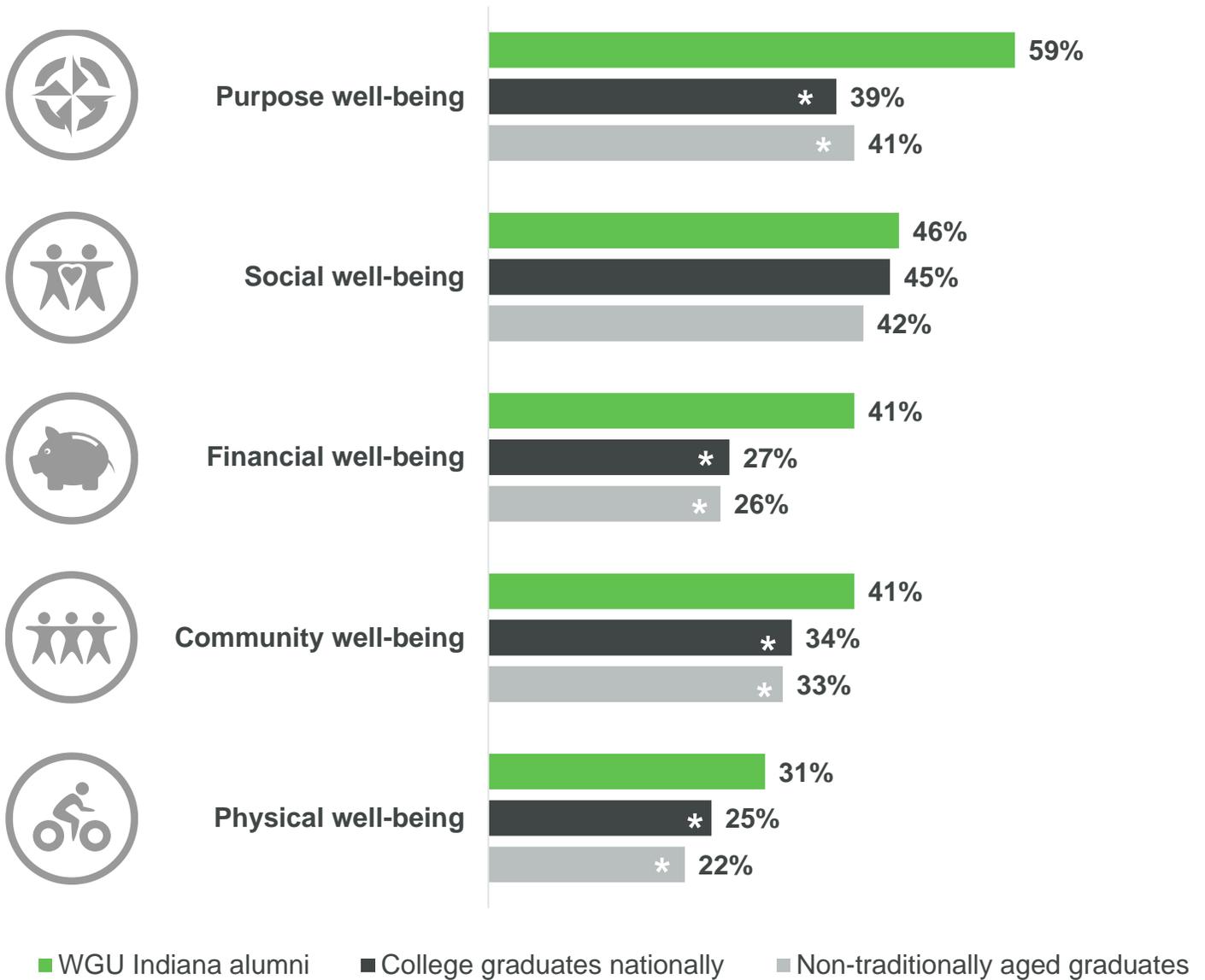
Having good health and enough energy to get things done daily.



Well-Being Elements

WGU Indiana Results

Well-Being, by Element
(% Thriving)



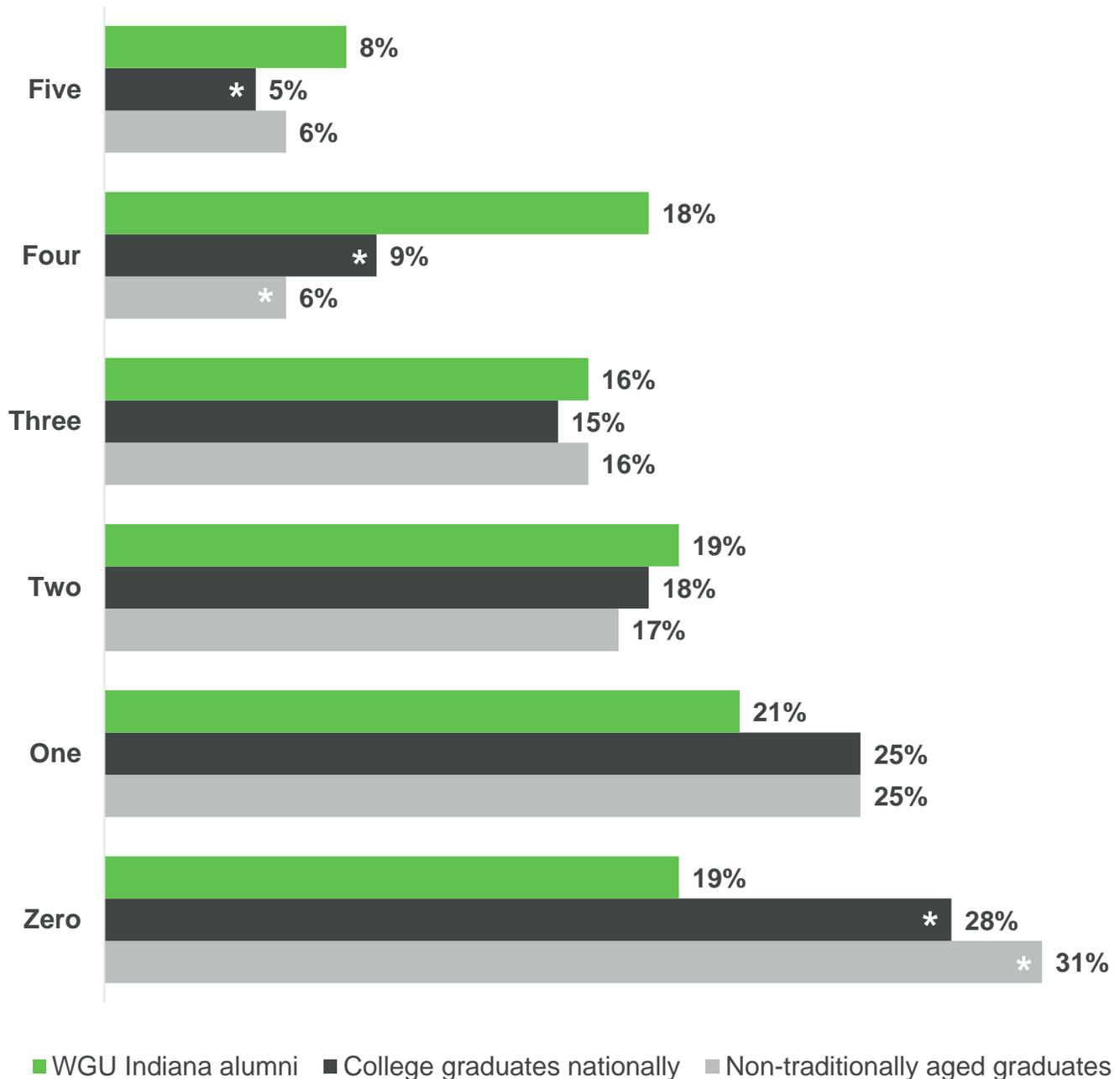
*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.

Number of Thriving Elements

WGU Indiana Results

Gallup examines not only the individual levels of well-being, but also the difficult-to-reach pinnacle of well-being — thriving in all five elements: purpose, social, financial, community and physical.

Well-Being, by Number of Thriving Elements



*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.



3 Great Experiences: Support and Experiential Learning

- 18 The Gallup-Purdue Index
- 19 Six Critical College Experiences
- 20 Three Support Experiences
- 21 Three Experiential Learning Experiences
- 22 Sources of Experiences

The Gallup-Purdue Index

Examining the Outcomes of College Graduates

The Gallup-Purdue Index is a nationally representative annual survey of U.S. college graduates (n=70,000+), measuring the degree to which graduates have "great jobs" through successful and engaging careers and lead "great lives" by thriving in their overall well-being. Survey measures include:

- overall well-being (five elements)
- workplace engagement (Q¹²)
- college experiences
- affinity and attachment to alma mater

Where you go to college matters **far less than how** you go to college.

How can college promote lifelong well-being and engagement? By providing supportive and experiential learning opportunities for students. Gallup research shows that six critical college experiences are strongly associated with well-being and engagement at work. Three of the six relate to graduates feeling supported in college and the other three tie to experiential learning.

Graduates who strongly agree to the following statements had higher odds of workplace engagement and lifelong well-being (compared with graduates who did not strongly agree):

Emotional Support Experiences		Workplace Engagement	Well-Being
Had a professor who cared about you as a person	→	1.7x	1.4x
Had at least one professor who made you excited about learning	→	1.7x	1.4x
Had a mentor who encouraged you to pursue your goals and dreams	→	1.9x	1.4x
Experiential Learning Experiences		Workplace Engagement	Well-Being
Had an internship or job that allowed you to apply what you were learning in the classroom	→	1.8x	1.3x
Worked on a project that took a semester or more to complete	→	1.7x	1.2x
Was extremely active in extracurricular activities and organizations	→	1.6x	1.2x

Six Critical College Experiences

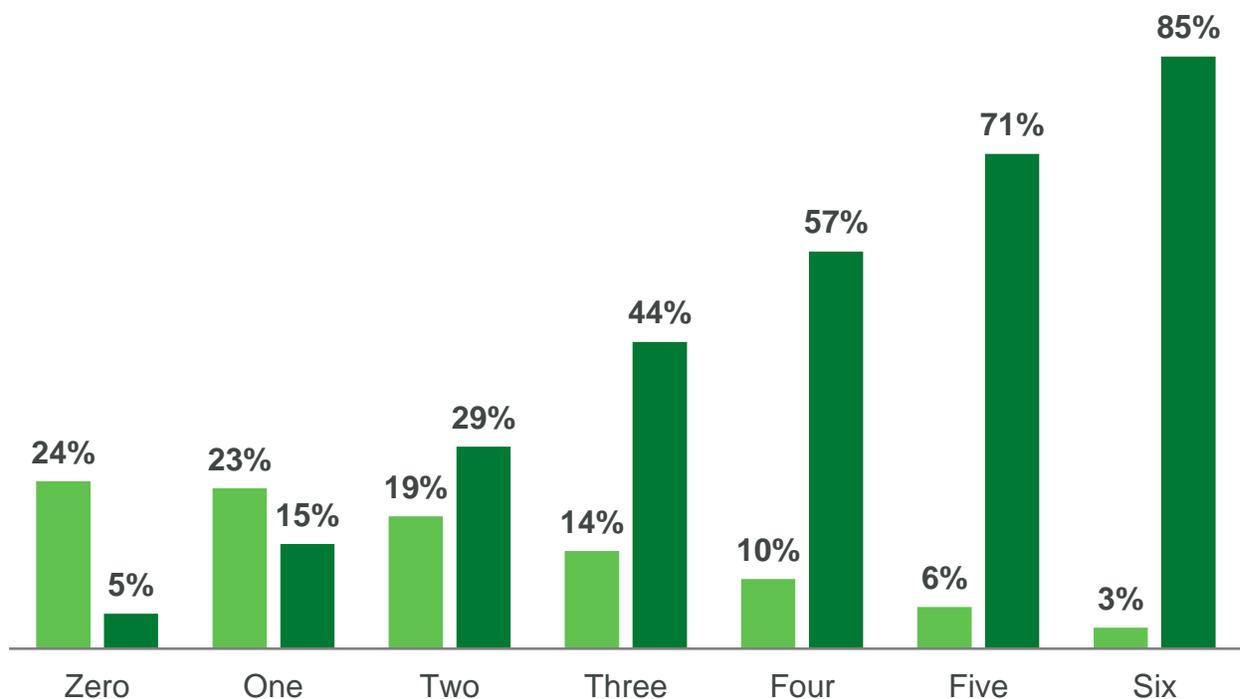
Preparing Students for Life After College

Almost half of graduates nationally (47%) had none or only one of the six critical college experiences during their time in college. Only 3% of graduates nationally have had all six of these experiences while in college.

Graduates nationally were also asked to rate the extent to which they agree or disagree that their institution prepared them well for life outside of college. While only 5% of those who had zero of the six experiences strongly agreed their institution prepared them well for life outside of college, 85% of those who had all six experiences did so.

Positive Experiences and Preparedness

(% Strongly Agree)



Number of the Six Critical College Experiences

■ Number of positive experiences ■ Prepared me well for life outside of college*

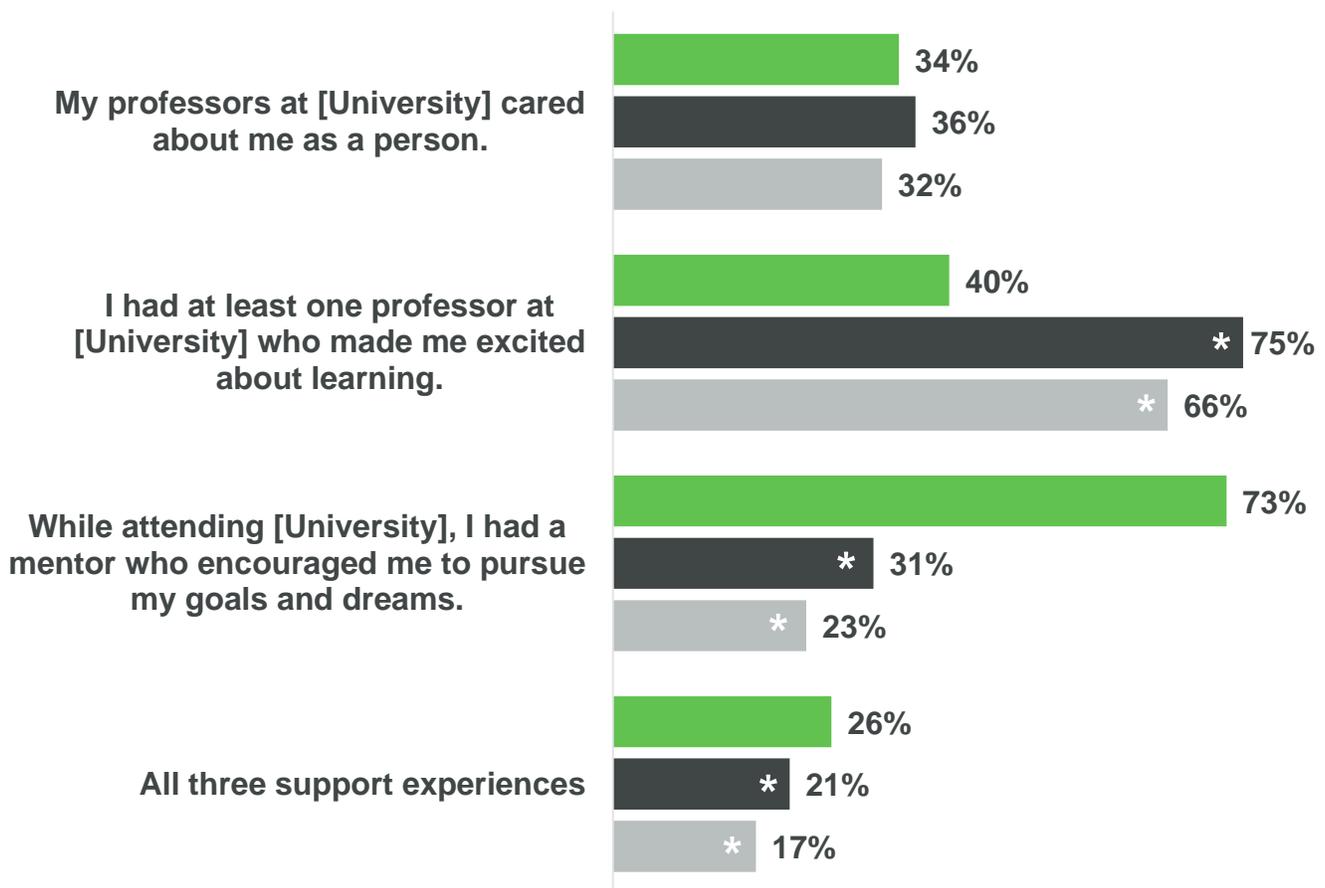
*Respondents who strongly agree that their university prepared them well for life outside of college.

Three Support Experiences

WGU Indiana Results

Gallup research shows the odds that a given college alumna/us is engaged at work are higher if they strongly agree to having had each of six critical college experiences. The three “support experience” items below comprise half of the six critical college experiences that prepare students for life outside of college.

Support Experiences (% Strongly agree)



■ WGU Indiana alumni ■ College graduates nationally ■ Non-traditionally aged graduates

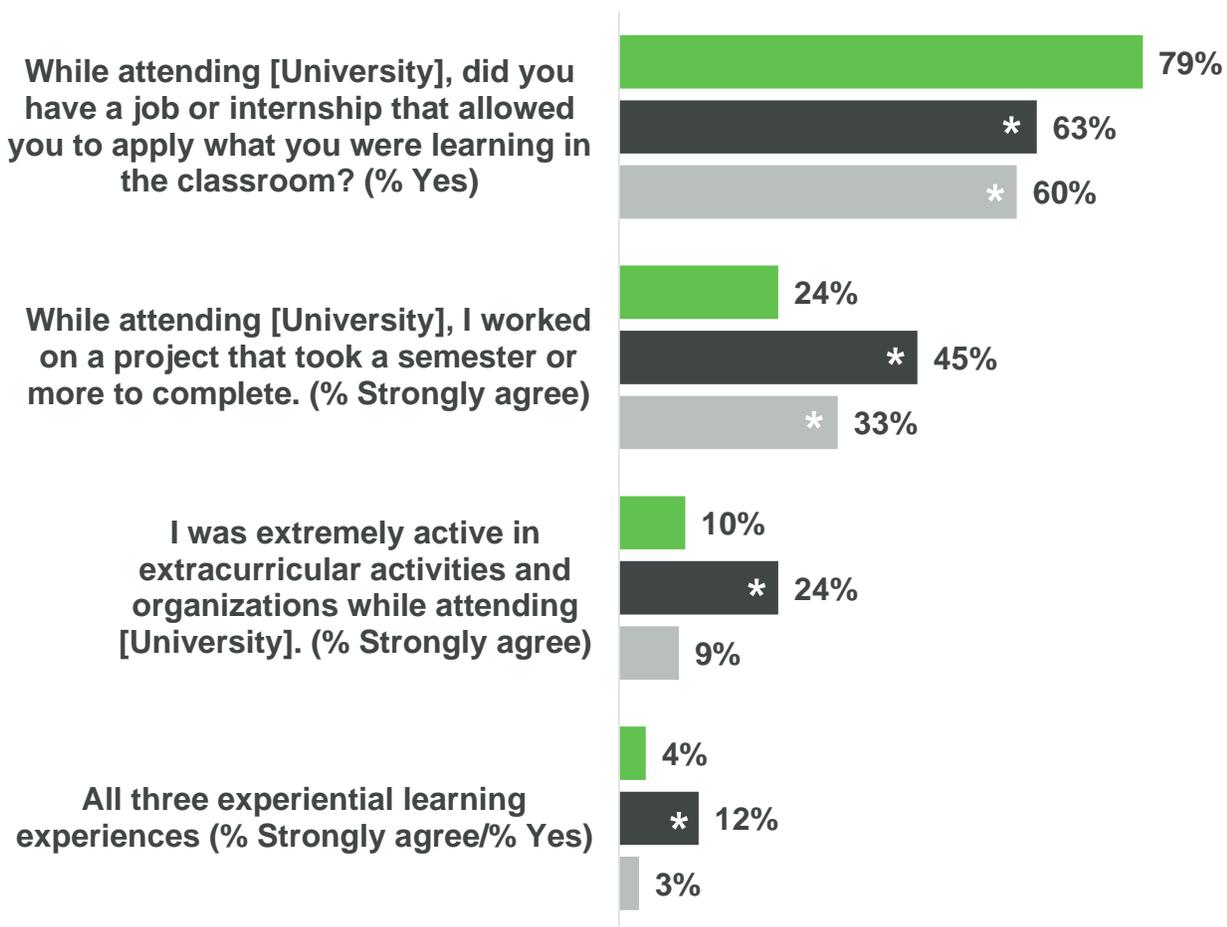
*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.

Three Experiential Learning Experiences

WGU Indiana Results

The three “experiential learning” items below comprise the other half of the six critical college experiences that prepare students for life outside of college.

Experiential Learning



■ WGU Indiana alumni ■ College graduates nationally ■ Non-traditionally aged graduates

*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.

Sources of Experiences

Mentorship and Internship

73%

WGU Indiana alumni who had an encouraging mentor

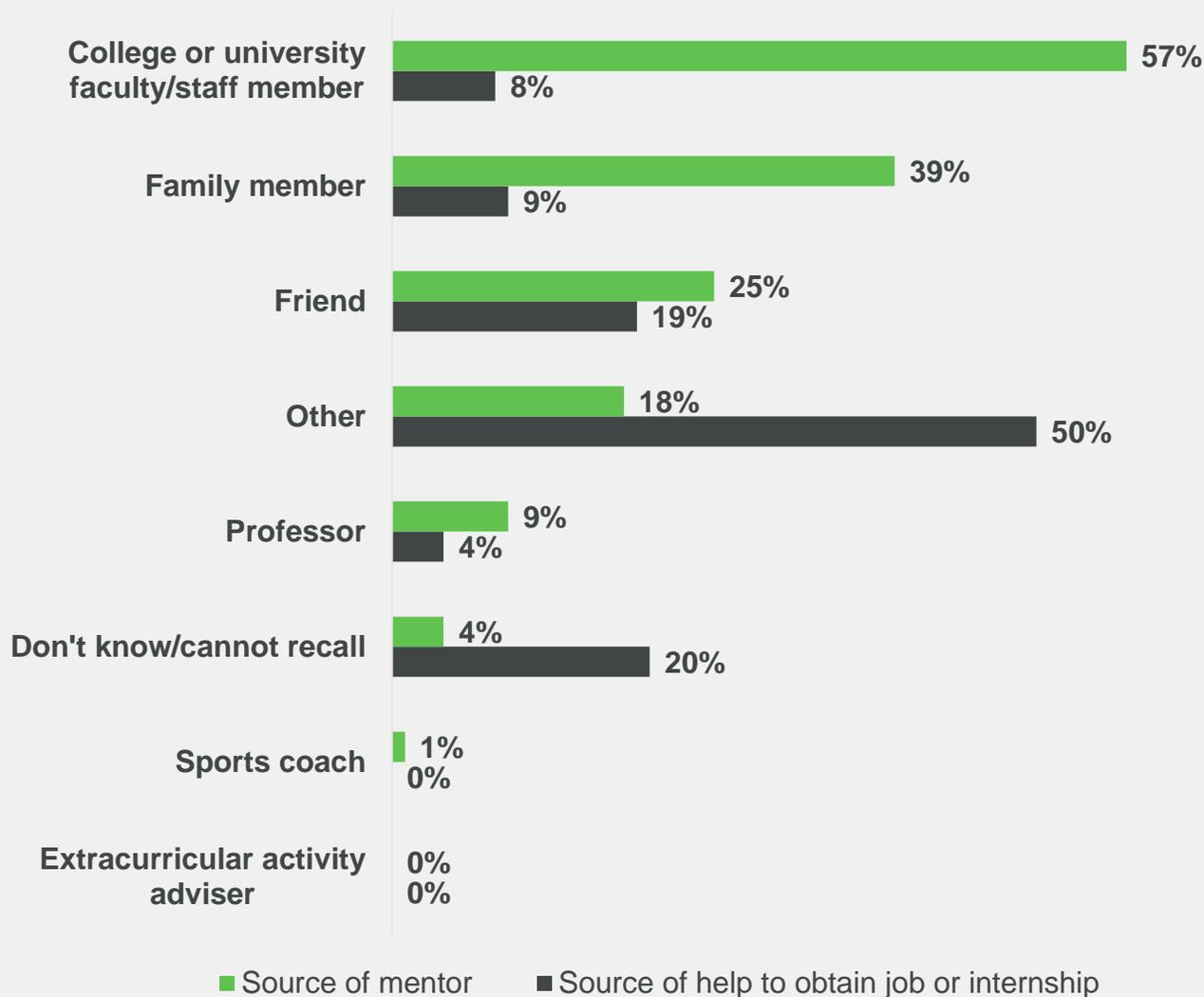
79%

WGU Indiana alumni who had an applied job or internship

95%

WGU Indiana alumni whose internship was in Indiana[^]

Sources of Mentors and Job/Internship at WGU Indiana^{^^}



[^]Among alumni who said they had an internship or job that allowed them to apply what they were learning in the classroom and who graduated between 2011 and 2017.

^{^^}Among alumni who indicated they had an applied job or internship or had a mentor who encouraged them to pursue their goals and dreams while attending WGU Indiana.



Great Advocates: Alumni Attachment

- 24** Alumni Attachment
- 25** Reflections on Educational Decisions
- 26** Reflections on Academic Experience

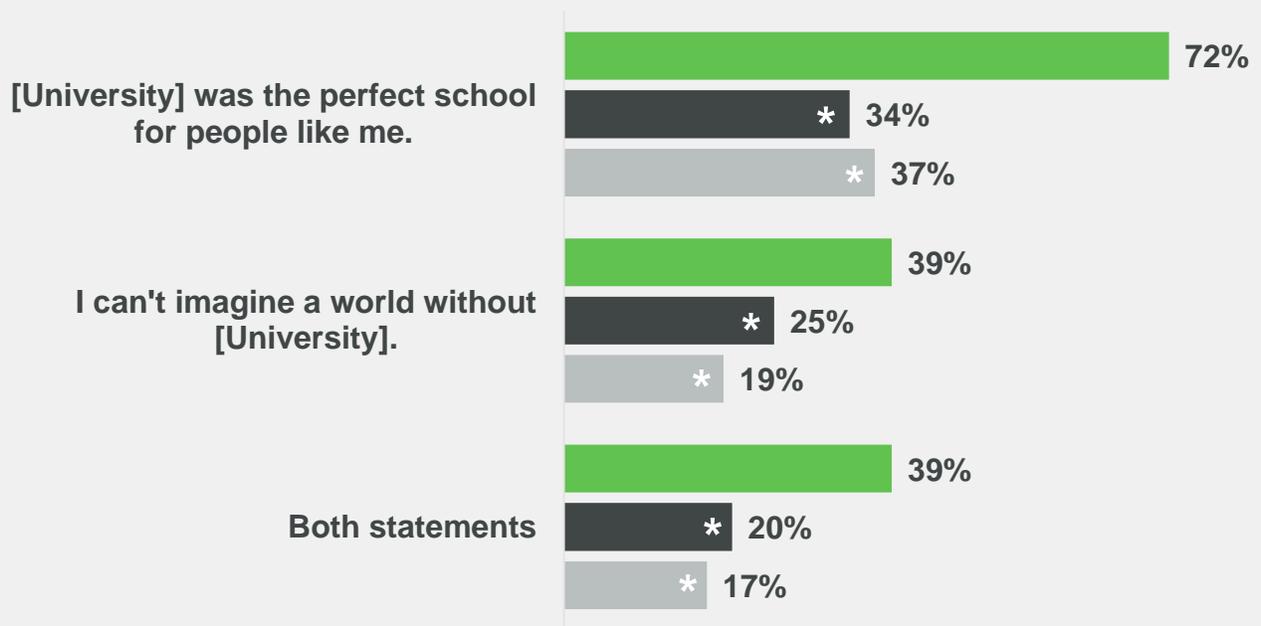
Alumni Attachment

WGU Indiana Results

Gallup explores the connection between graduates and their alma mater by looking at their level of agreement with two questions: “My university was the perfect school for people like me” and “I can’t imagine a world without my university.” Graduates who strongly agree with both items are considered “emotionally attached” to their alma mater.

Alumni Attachment

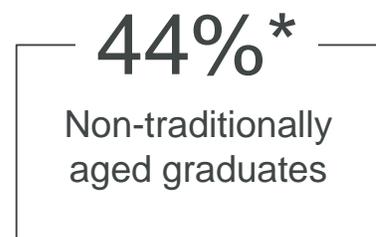
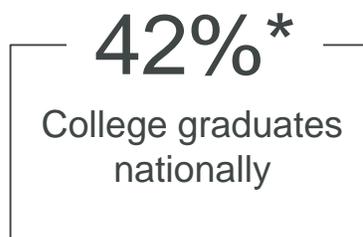
(% Strongly agree)



■ WGU Indiana alumni ■ College graduates nationally ■ Non-traditionally aged graduates

How Likely Is It That You Would Recommend [University] to Family, Friends or Colleagues?

(% Extremely likely)

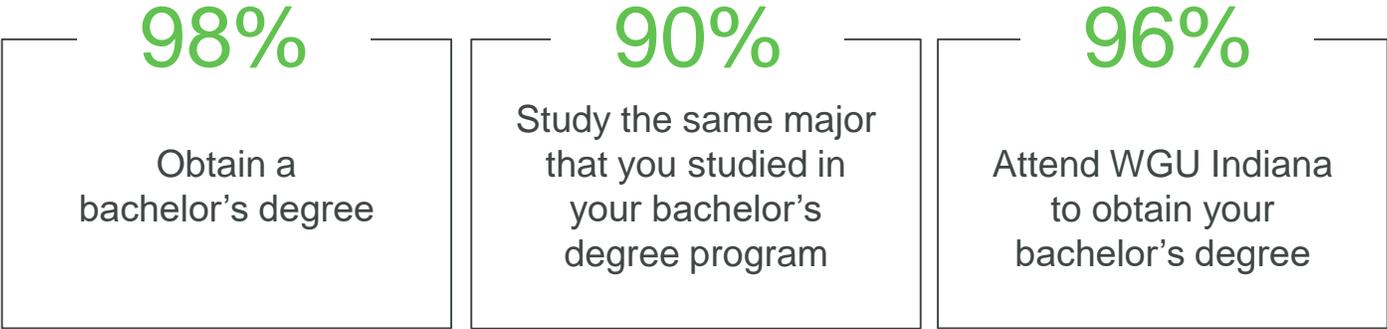


*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.

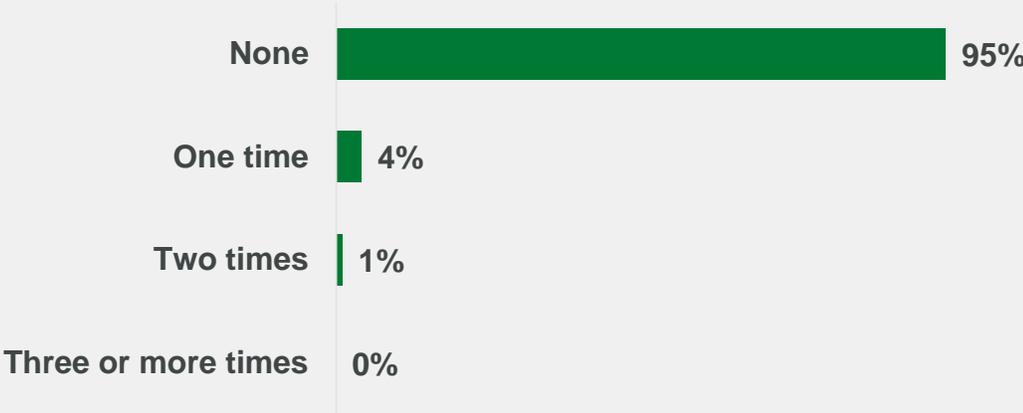
Reflections on Educational Decisions

WGU Indiana Results

If You Had to Do It All Over Again, Would You Still _____?^
(% Yes, you would)



How Many Times Did You Change Your Major While Attending WGU Indiana to Complete Your Undergraduate Degree?^⊥



How Satisfied Are You With the Education You Received From WGU Indiana?^



■ Extremely satisfied ■ 4 ■ 3 ■ 2 ■ Extremely dissatisfied ■ Don't know

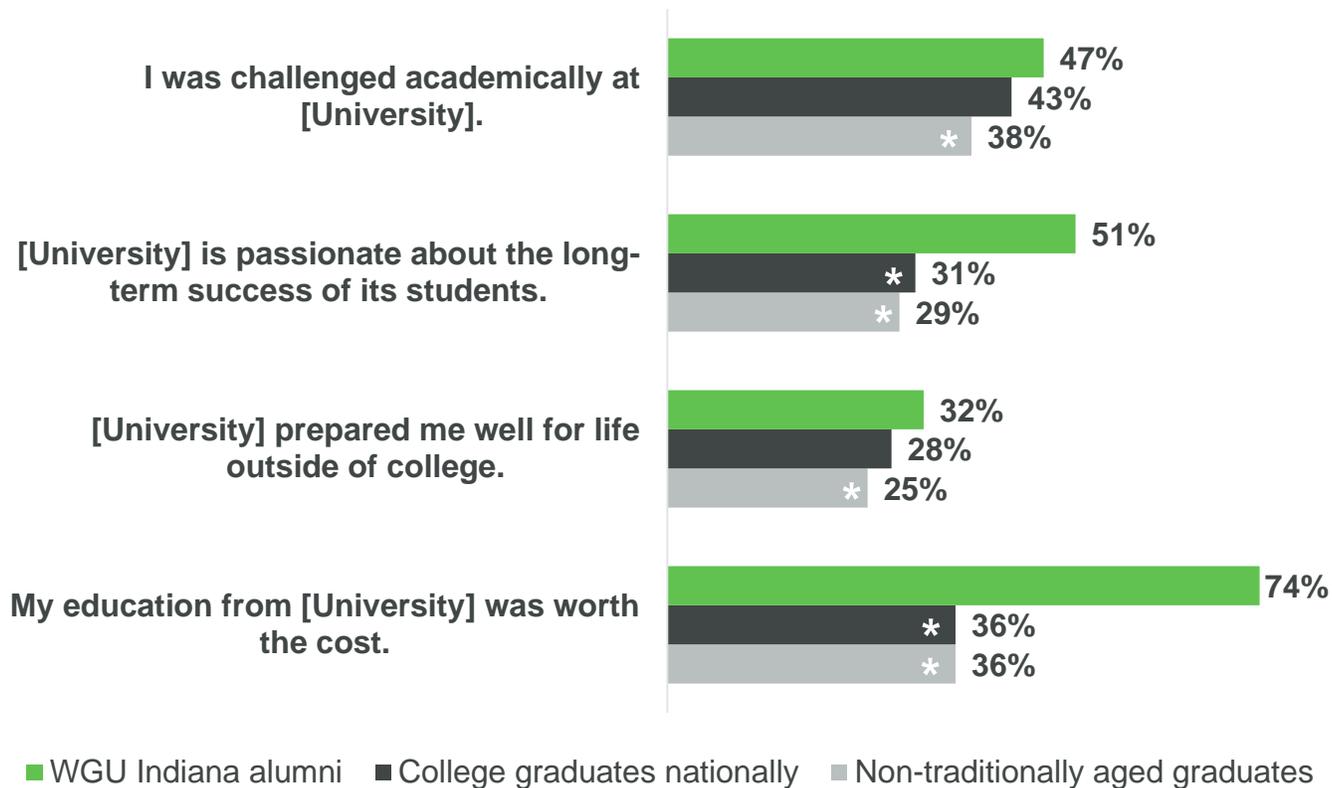
⊥Excludes times they switched from undecided or undeclared to declared in a major field of study.
^A custom item developed for the Indiana Commission for Higher Education; national comparisons not available.
Note: Percentages less than 4% are not shown.

Reflections on Academic Experience

WGU Indiana Results

Perceptions of Academic Experience

(% Strongly agree)



*A comparison group's outcome is statistically different from WGU Indiana's outcome at the 95% confidence level.



5

Methodology

Methodology

WGU Indiana

National Comparison

For the purposes of this report, data from Western Governors University Indiana are compared with data collected from the national Gallup-Purdue Index study of college graduates. Some differences may exist between the national comparison points included in this report and national estimates that Gallup has previously released because this report focuses on graduates who received their undergraduate degrees from 2010–2017. Comparison groups included in this scorecard are:

- **College graduates nationally:** Bachelor's degree holders surveyed via the national Gallup-Purdue Index which includes those who participated in the national study and reported they have a bachelor's degree only from a Title IV degree-granting four-year public, private, for-profit or nonprofit institution in the U.S. as defined by the U.S. Department of Education.
- **Non-traditionally aged graduates:** Bachelor's degree holders surveyed via the national Gallup-Purdue Index who indicated that they obtained a bachelor's degree when they were 25 years of age or older.

Methodology

Results for the WGU Indiana alumni study are based on web surveys conducted Nov. 6–Dec. 11, 2017, with a sample of 431 WGU Indiana undergraduate alumni. Alumni were included in the study if WGU Indiana had an email address on file and they graduated between 2010 and 2017. WGU Indiana provided a total of 3,240 email addresses.

Results for the Gallup-Purdue Index, the study used for comparison purposes, are based on web surveys conducted Feb. 4–March 7, 2014; Dec. 16, 2014–June 29, 2015; and Aug. 22–Oct. 11, 2016, with a random sample of 29,560 respondents, 30,151 respondents and 11,483 respondents, respectively, with a bachelor's degree or higher, aged 18 and older, with internet access and living in all 50 U.S. states and the District of Columbia.

Methodology

WGU Indiana

The 2014 Gallup-Purdue Index sample was compiled from two sources: the Gallup Panel™ and the Gallup Daily tracking survey. The 2015 and 2016 Gallup-Purdue Index samples were recruited via the Gallup Daily tracking survey. The Gallup Panel is a proprietary, probability-based longitudinal panel of U.S. adults who are selected using random-digit-dial (RDD) and address-based sampling methods. The Gallup Panel is not an opt-in panel. The Gallup Panel includes 60,000 individuals, and Panel members can be surveyed by phone, mail or web. Gallup Panel members with a college degree and access to the internet were invited to take the Gallup-Purdue Index survey online. The Gallup Daily tracking survey sample includes national adults with a minimum quota of 70% cellphone respondents and 30% landline respondents, with additional minimum quotas by time zone within region. Landline and cellular telephone numbers are selected using RDD methods. Landline respondents are chosen at random within each household on the basis of which member had the most recent birthday. Gallup Daily tracking respondents with a college degree, who agreed to future contact, were invited to take the Gallup-Purdue Index survey online.

Gallup-Purdue Index interviews are conducted via the web, in English only. Samples are weighted to correct for unequal selection probability and nonresponse. The data are weighted to match national demographics of gender, age, race, Hispanic ethnicity, education and region. Demographic weighting targets are based on the most recent Current Population Survey figures for the aged 18 and older U.S. bachelor's degree or higher population.

All reported margins of sampling error for the Gallup-Purdue Index of all college graduates include the computed design effects for weighting.

- For results based on the total sample of those with a bachelor's degree, the margin of sampling error is ± 1.3 percentage points at the 95% confidence level.
- For results based on employee engagement of those with a bachelor's degree, the margin of sampling error is ± 2.3 percentage points at the 95% confidence level.
- For results based on those who are non-traditionally aged graduates, the margin of sampling error is ± 2.6 percentage points at the 95% confidence level.
- For results based on employee engagement of those who are non-traditionally aged graduates, the margin of sampling error is ± 4.1 percentage points at the 95% confidence level.

In addition to sampling error, question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of public opinion polls.



6

Appendix

Appendix

WGU Indiana

What is your highest completed level of education?	
Bachelor's degree	79%
Postgraduate work or degree	21%

What type of postgraduate work or degree did you complete?^	
Postgraduate work only, no degree	19%
Master of Arts (M.A.)	3%
Master of Science (M.S.)	50%
Master of Business Administration (MBA)	28%
Juris Doctor (J.D.)	0%
Other master's degree	6%
Doctor of Medicine (M.D.)	0%
Ph.D.	1%
Other professional degree (e.g., LLB, DDS, DVM)	1%
Other	2%
Don't know	0%

While attending WGU Indiana ... (% Yes)	
Did you participate in a student club or organization?*	3%
Did you have a paid job or internship?	83%
Did you participate in a research project with a professor or faculty member? **	16%

^Among WGU Indiana alumni who indicated their highest level of education is postgraduate work or degree.

*Does not include academic and honors fraternities and sororities.

**This may include a project you participated in as part of a class you took, a thesis project or paper, a research project submitted to a professional conference, or a paper submitted to a journal for publication.

Appendix

WGU Indiana

Throughout your college experience at WGU Indiana, did you receive any need-based federal financial aid?

Yes	49%
No	48%
Don't know	4%

Approximately how much money did you borrow in student loans to obtain your undergraduate degree at WGU Indiana?^

Mean	\$14,600
Median	\$12,000

Approximately how much money did you borrow in student loans to obtain your postgraduate work or degree?^

Mean	\$16,039
Median	\$12,240

Have you delayed any of the following because of your student loans? (% Yes)

Getting married	3%
Having children	5%
Going back to school for more training or another degree	42%
Starting your own business	14%
Buying a car	26%
Buying a home	18%
Moving out of your parent's/parents' home	2%

^Of alumni who indicated they took out a loan; adjusted to reflect inflated amounts for 2016.

Appendix

WGU Indiana

Was WGU Indiana a good place or not a good place for students who are members of racial and ethnic minorities?^

Good place	64%
Not a good place	0%
Don't know	36%

Was WGU Indiana a good place or not a good place for lesbian, gay, bisexual or transgender students?^

Good place	56%
Not a good place	0%
Don't know	44%

While attending WGU Indiana, I interacted with people from different backgrounds on a regular basis.^

%5 – Strongly agree	16%
%4	17%
%3	22%
%2	18%
%1 – Strongly disagree	25%
Don't know	3%

In what state was the high school where you obtained your high school diploma?

Indiana	82%
Outside of Indiana	18%

^Asked of alumni who graduated between 1990 and 2017.

^^Asked of alumni who graduated between 2011 and 2017.

About Us

Gallup

Gallup delivers analytics and advice to help leaders and organizations solve their most pressing problems. Combining more than 80 years of experience with its global reach, Gallup knows more about the attitudes and behaviors of employees, customers, students and citizens than any other organization in the world. For more information, visit www.gallup.com or education.gallup.com.

WGU Indiana

WGU Indiana is a nonprofit, online university established by the State of Indiana to provide its citizens with flexible, affordable access to high-quality higher education. Created through a partnership with nationally and regionally accredited Western Governors University (WGU), WGU Indiana is ideal for busy working adults who want to advance their careers by finishing a college degree or earning an advanced degree.

Copyright Standards

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document. The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any web page must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

Copyright © 1993-1998, 2018 Gallup, Inc. All rights reserved. Gallup®, Q12® and Gallup Panel™ are trademarks of Gallup, Inc. All other trademarks and copyrights are property of their respective owners. The Gallup Q¹² items are Gallup proprietary information and are protected by law. You may not administer a survey with the Q¹² items or reproduce them without written consent from Gallup.